

Dashboard 2

Visualización y documentación para narrar a un equipo de trabajo

Base de datos "Ask A Manager Salary Survey 2021" de AskAManager.org creada por Alison Green el 5 de mayo de 2021 en dónde se encuentra consignada información laboral de más de 24.000 personas, disponible en <https://docs.google.com/spreadsheets/d/1IPS5dBSGtwYVbjsfbaMCYIWnOuRmJcbequohNxCyGVw/edit?resourcekey#gid=1625408792> Actualmente es posible diligenciar el formulario a través del siguiente link <https://www.askamanager.org/2021/04/how-much-money-do-you-make-4.html>

1. Variables en base de datos original

1. Timestamp: (Date) Fecha y hora de diligenciamiento.
2. How old are you?: (Texto, obligatoria) Edad de la persona. (Categórico: under 18, 18-24, 25-34, 35-44, 45-54, 55-64, 65 or over)
3. What industry do you work in?: (Texto, opcional) Tipo de industria en la que trabaja.
4. Job title: (Texto, obligatoria) Título del cargo que desempeña.
5. If your job title needs additional context, please clarify here: (Texto, opcional) Contexto adicional para el cargo.
6. What is your annual salary? (You'll indicate the currency in a later question. If you are part-time or hourly, please enter an annualized equivalent -- what you would earn if you worked the job 40 hours a week, 52 weeks a year.): (Número, obligatoria) Cantidad total de dinero obtenido anualmente por su trabajo.
7. How much additional monetary compensation do you get, if any (for example, bonuses or overtime in an average year)? Please only include monetary compensation here, not the value of benefits: (Texto, opcional) Compensación monetaria anual por parte de su empresa.
8. Please indicate the currency: (Texto, obligatoria) Moneda en que recibe el pago de su trabajo. (Categórica: USD, CAD, GBP, EUR, AUD/NZD, CHF, SEK, JPY, ZAR, HKD, Other)
9. If "Other," please indicate the currency here: (Texto, opcional) Nombre de la moneda en la que le paga su empresa de no estar en la lista del item anterior.
10. If your income needs additional context, please provide it here: (Texto, opcional) Contexto adicional para los ingresos.
11. What country do you work in? (Texto, obligatoria) País en el cual trabaja.
12. If you're in the U.S., what state do you work in? (Texto, opcional) Estado al que pertenece la ciudad en la que trabaja, aplica solo para Estados Unidos. (Categórica: Alabama, Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, District of Columbia, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin, Wyoming)
13. What city do you work in? (Texto, obligatoria) Ciudad en la que trabaja.
14. How many years of professional work experience do you have overall? (Texto, obligatoria) Años de experiencia en general. (Categórica: 1 year or less, 2 - 4 years, 5-7 years, 8 - 10 years, 11 - 20 years, 21 - 30 years, 31 - 40 years, 41 years or more)
15. How many years of professional work experience do you have in your field? (Texto, obligatoria) Años de experiencia en el campo de estudio. (Categórica: 1 year or less, 2 - 4 years, 5-7 years, 8 - 10 years, 11 - 20 years, 21 - 30 years, 31 - 40 years, 41 years or more)

16. What is your highest level of education completed? (Texto, opcional) Nivel educativo, último título obtenido (Categoría: High School, Some college, College degree, Master's degree, PhD, Professional degree (MD, JD, etc.))
17. What is your gender? (Texto, opcional) Género con que se identifica la persona. (Categoría: Man, Woman, Non-binary, Other or prefer not to answer)
18. What is your race? (Choose all that apply.): (Texto, opcional) Raza a la cual pertenece. (Categoría: Asian or Asian American, Black or African American, Hispanic, Latino, or Spanish origin, Middle Eastern or Northern African Native, American or Alaska Native, White, Another option not listed here or prefer not to answer)

2. Variables luego de modeladas.

Variable original	Nuevo nombre	Tipo de dato	Descripción	Es nueva
Timestamp	Timestamp	Fecha		NO
How old are you?	Edad	Texto	La edad de la persona	NO
What is your annual salary? (You'll indicate the currency in a later question. If you are part-time or hourly, please enter an annualized equivalent -- what you would earn if you worked the job 40 hours a week, 52 weeks a year.)	Salario anual - Sucio	Moneda	El salario anual estimado. Si trabaja a tiempo parcial o por horas, indica un equivalente anual, es decir, lo que ganaría si trabajara en el puesto 40 horas a la semana, 52 semanas al año (Valor original)	NO
	Salario anual en pesos	Moneda	El valor del salario anual expresado en Pesos colombianos según TRM del 10 de febrero de 2023 tomado de https://www.xe.com/es/	SI
What city do you work in?	Ciudad - Sucio	Geo	Ciudad en la que trabaja (Valor original)	NO
	Ciudad	Geo	Ciudad en la que trabaja homologada según función creada	SI
What country do you work in?	País - Sucio	Geo	País en el que trabaja (Valor original)	NO
	País	Geo	País en el que trabaja homologada según función creada	SI
Please indicate the currency	Moneda	Texto	Moneda que el usuario reportó	NO
If "Other," please indicate the currency here:	Moneda - otra	Texto	Moneda en la que está expresado el salario diferente a las opciones mostradas en ítem anterior	NO
What is your highest level of education completed?	Nivel educativo - Sucio	Texto	Nivel de escolaridad más alto alcanzado	NO
	Nivel educativo	Texto	Nivel de escolaridad más alto alcanzado sin valores nulos	SI
How much additional monetary compensation do you get, if any (for example, bonuses or overtime in an average year)? Please only include monetary compensation here, not the value of benefits.	Compensaciones	Moneda	Valor estimado de beneficios adicionales al salario	NO
	Compensaciones en pesos	Moneda	Valor estimado de beneficios adicionales al salario expresado en Pesos colombianos	SI

How many years of professional work experience do you have in your field?	Años de experiencia - campo	Texto	Años de experiencia en el campo profesional particular	NO
How many years of professional work experience do you have overall?	Años de experiencia	Texto	Años de experiencia en general	NO
What is your gender?	Género	Texto	Género del participante en la encuesta	NO
If your income needs additional context, please provide it here:	Salario – contexto	Texto	Observaciones sobre los ingresos	NO
What industry do you work in?	Industria	Texto	Industria en la que desempeña el cargo	NO
If your job title needs additional context, please clarify here:	Cargo – contexto	Texto	Observaciones sobre el cargo que desempeña	NO
Job title	Cargo	Texto	Cargo que desempeña	NO
What is your race? (Choose all that apply.)	Raza	Texto	Raza a la cual pertenece	NO
If you're in the U.S., what state do you work in?	Estado - Sucio	Texto	Estado. (Aplica para Estados Unidos)	NO
	Estado	Texto	Estado, modificación de valores nulos para las visualizaciones	SI
	Salario más compensaciones en pesos	Moneda	Suma del salario anual y de las compensaciones en pesos colombianos	SI

3. Actualización de los datos

Para este paso a paso se asume que la estructura de la base de datos original no cambia en nuevas versiones.

- 1. Se extraen los datos a una hoja de Google Sheets y se conecta con Google Data Studio.
- 2. Se realiza el modelado de las variables definiendo el tipo de datos y cambiando los nombres por los que se desean utilizar; En Google Data Studio en la ruta “Resource -> Manage added data sources”
- 3. Se homologa la ciudad para aquellas que cuentan con más de 50 personas que diligenciaron la encuesta con la siguiente función:

Fórmula

DAR FORMATO A FÓRMULA

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1 CASE
2 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("melbourne", "melbourne australia", "melbourne, victoria", "Melbourne") THEN "Melbourne"
3 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("australia not sydney", "sydney, australia", "sydney, nsw, australia", "north sydney") THEN "Sydney"
4 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("calgary ab", "calgary alberta", "calgary alberta canada", "calgary, ab", "calgary, ab") THEN "Calgary"
5 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("edmonton, alberta") THEN "Edmonton"
6 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("halifax, nova scotia", "halifax, ns") THEN "Halifax"
7 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("montréal", "montreal, qc") THEN "Montreal"
8 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("ottawa area", "ottawa on canada", "ottawa-gatineau", "ottawa, on", "ottawa, ontario", "ottawa/gatineau") THEN "Ottawa"
9 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("toronto", "toronto on", "toronto ontario", "toronto ontario canada", "toronto, for a global remote company", "toronto, on", "toronto, on, ca", "toronto, ontario", "toronto, ontario") THEN "Toronto"
10 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("vancouver area", "vancouver bc", "vancouver island", "vancouver, bc", "vancouver, b.c.", "vancouver, bc", "vancouver, british columbia", "vancouver, canada") THEN "Vancouver"
11 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("berlin (remote for us clients)", "berlin, germany") THEN "Berlin"
12 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("dubli", "dublin ireland", "dublin, ireland") THEN "Dublin"
13 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("edinburgh (scotland)", "edinburgh, uk", "edinburgh/london/dublin/manchester") THEN "Edinburgh"
14 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("leeds, uk", "leeds,uk") THEN "Leeds"
15 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("london", "london (but remote)", "london (outskirts - croydon)", "london / remote", "london suburb", "london, but for globally fully remote company", "london, uk", "london/home", "london, london") THEN "London"
16 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("manchester, england", "manchester, uk", "manchesyer") THEN "Manchester"
17 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("albany region", "albany-schenectady-troy metro area", "albany, ny") THEN "Albany"
18 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("alexandria va", "alexandria, la", "alexandria, va", "alexandria") THEN "Alexandria"
19 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("ann arbor area", "ann arbor, michigan") THEN "Ann Arbor"
20 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("arlington heights", "arlington, va", "arlington, va (washington d.c. metro area)") THEN "Arlington"
21 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("atlanta metro", "atlanta metro area", "atlanta suburb", "atlanta, ga", "atlanta, georgia", "atlanta/decalur") THEN "Atlanta"
22 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("austin / new york", "austin metro area", "austin, texas", "austin, tx") THEN "Austin"
23 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("baltimore (but i work fully remotely)", "baltimore area", "baltimore county", "baltimore metro", "baltimore metro region, md", "baltimore suburb", "baltimore suburbs", "baltimore, md") THEN "Baltimore"
24 WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("boston (greater boston metro area)", "boston (sommerville specifically)", "boston (suburb)", "boston area", "boston ma", "boston massachusetts", "boston metro", "boston metro area") THEN "Boston"
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24	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("boston (greater boston metro area)", "boston (somerville specifically)", "boston (suburb)", "boston area", "boston ma", "boston massachusetts", "boston metro", "boston metro area"
25	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("boulder but we are remote", "boulder city", "boulder, co") THEN "Boulder"
26	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("brooklyn (wfh)", "brooklyn park", "brooklyn park, mn") THEN "Brooklyn"
27	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("buffalo grove", "buffalo, ny") THEN "Buffalo"
28	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("cambridge ,ma", "cambridge (boston metro area)", "cambridge / remote", "cambridge ma", "cambridge, ma", "cambridge, massachusetts", "cambridge/boston") THEN "Cambridge"
29	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("charlotte area", "charlotte metropolitan", "charlotte, nc") THEN "Charlotte"
30	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("remote (chicago)", "chicago -remote position though", "chicago", "chicago (but distributed workplace)", "chicago (remote)", "chicago (suburbs)", "chicago / ft remote", "chicago a"
31	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("cincinnati", "cincinnati, oh", "cincinnati, ohio") THEN "Cincinnati"
32	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("cleveland area", "cleveland, ohio") THEN "Cleveland"
33	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("columbia falls", "columbia md", "columbia, sc") THEN "Columbia"
34	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("columbus, boston", "columbus, indiana", "columbus, oh") THEN "Columbus"
35	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("dallas / fort worth", "dallas area", "dallas-ft worth", "dallas, texas", "dallas, tx", "dallas/fort worth", "dallas/fort worth region") THEN "Dallas"
36	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("dc", "dc area", "dc area (work remote for co company)", "dc metro area", "dc metro area, mostly dc and montgomery county md", "dc suburb", "washington", "washington, dc", "eastern"
37	"remote - washington dc area", "washington d.c.", "washington dc", "washington dc (and philadelphia pa)", "washington dc metro area", "washington dc suburbs", "washington state", "washington, dc", "washington, d.c.", "
38	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("denver - remote", "denver - remote, company based in dc", "denver (but remote - company is nyc)", "denver co", "denver metro", "denver metro area", "denver-metro", "denver, chicao"
39	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("detroit area", "detroit metro", "detroit metro area", "detroit, mi") THEN "Detroit"
40	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("durham (remote employee in vermont; salaries based on hq in durham)", "durham area", "durham, nc") THEN "Durham"
41	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("grand rapids, mi") THEN "Grand Rapids"
42	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("hartford area", "hartford county", "hartforz") THEN "Hartford"
43	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("houston area", "houston but i am fully remote permanently", "houston metro area", "houston texas", "houston tx", "houston-galveston-brazoria area", "houston, but the job is remote"
44	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("irvine, ca", "irving") THEN "Irvine"
45	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("jacksonville beach", "jacksonville, fl") THEN "Jacksonville"
46	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("kansa", "kansas cift", "kansas city", "kansas city area", "kansas city region", "kansas city, mo") THEN "Kansas"
47	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("las vegas (technically remote)") THEN "Las Vegas"
48	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("lexington park") THEN "Lexington"
49	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("los angeles (but my job is remote)", "los angeles area", "los angeles county", "los angeles metro", "los angeles metro area", "los angeles, but i work with people in europe inclu"
50	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("louisville (remote)", "louisville, co", "louisville, ky") THEN "Louisville"
51	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("madiso", "madison heights", "madison wi", "madison, wi", "madison, wisconsin") THEN "Madison"
52	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("milwaukee (remote)", "milwaukee area", "milwaukee metro", "milwaukee metro area", "milwaukee, wi", "milwaukee/remote") THEN "Milwaukee"
53	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("minneapolis", "minneapolis metro", "minneapolis suburbs", "minneapolis-st paul", "minneapolis-st. paul", "minneapolis, mn", "minneapolis, mn/atlanta, ga", "minneapolis, wfh", "mi"
54	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("nashville (at home, remote)", "nashville metro area") THEN "Nashville"
55	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("new yor", "new york buty", "new york city", "new york city (remote)", "new york city (the bronx)", "new york city suburbs", "new york city, currently remote", "new york city, new"
56	"new york, ny", "new yorknity", "ny", "ny metro", "ny metro area but not nyc", "ny suburb", "nyc", "nyc - queens", "nyc (but i work remote)", "nyc (remote)", "nyc (remotely)", "nyc metro", "nyc metro area", "nyc sub"
57	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("oakland and hayward", "oakland ca", "oakland, ca") THEN "Oakland"
58	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("oklahoma city") THEN "Oklahoma"
59	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("omaha metro", "omaha, ne", "onaha") THEN "Omaha"
60	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("orlando metro area", "orlando, i work in united states at a consulate for mexican government") THEN "Orlando"
61	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("phiadelphia", "philadelphia (but clients everywhere)", "philadelphia (suburbs)", "philadelphia and pittsburgh", "philadelphia area", "philadelphia suburb", "philadelphia subi"
62	"philadelphia, pa suburbs", "philadelphia", "philadelphia", "philadelphia", "philadelphia") THEN "Philadelphia"
63	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("phoenix area", "phoenix, az", "phoenix/tempe", "phoenixville", "phx") THEN "Phoenix"
64	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("pittsburg", "pittsburgh area", "pittsburgh, pa") THEN "Pittsburgh"
65	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("portland (i work remote for a company out of state)", "portland (remote)", "portland area", "portland metro", "portland metro area", "portland or", "portland, maine", "portland, i"
66	"portland, or", "portland, or (remote for a company in ca)", "portland, oregon", "portlanf") THEN "Portland"
67	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("raleigh", "raleigh durham", "raleigh durham area", "raleigh nc", "raleigh-durham", "raleigh, nc", "raleigh; role based out of boston ma") THEN "Raleigh"
68	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("richmond (remote company though)", "richmond va", "richmond, va") THEN "Richmond"
69	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("rochester (remote-company based in sf, ca)", "rochester hills", "rochester, ny") THEN "Rochester"
70	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("rockville centre") THEN "Rockville"
71	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("sacramento ca", "sacramento, ca") THEN "Sacramento"
72	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("saint paul park", "saint paul, mn") THEN "Saint Paul"
73	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("salt lake city") THEN "Salt Lake"
74	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("san antoni") THEN "San Antonio"
75	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("san deigo", "san dieg", "san diego, ca") THEN "San Diego"
76	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("san francisco (nominally; i work from home now due to covid)", "san francisco bay area", "san francisco, but company is boston based", "san francisco, ca", "san fransico", "san fr"
77	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("san jose, ca", "san jose, ca and tulsa, ok") THEN "San Jose"
78	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("seattle, wa", "seattle", "seattle (but fully remote)", "seattle (company is in redmond)", "seattle (remote)", "seattle area", "seattle metro", "seattle, wa", "seattle, washington")
79	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("springfield, il", "springfield, ma") THEN "Springfield"
80	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("st. louis adjacent", "st. louis park", "st. louis, mo") THEN "St. Louis"
81	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("st. paul/minniapolis area") THEN "St. Paul"
82	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("tamp", "tampa bay", "tampa bay area", "tampa bay region") THEN "Tampa"
83	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("tucson, az", "tucson, but i'm remote to a co company") THEN "Tucson"
84	WHEN TRIM(LOWER(Ciudad-Sucio)) IN ("remote", "remote -", "n.a.", "n/a", "n/a - county", "n/a cloud-based", "n/a-remote", "na", "na (remote)", "na (remote). live near boston, work is based in upstate ny", "na (work f"
85	ELSE TRIM(Ciudad-Sucio)
86	END

4. Se homologa el país con la siguiente función:

Fórmula 

DAR FORMATO A FÓRMULA


1	CASE
2	WHEN TRIM(LOWER(País-Sucio)) IN (" i earn commission on sales. if i meet quota, i'm guaranteed another 16k min. last year i earned an additional 27k. it's not uncommon for people in my space to earn 100k+ after comm
3	"hartford", "for the united states government, but posted overseas", "currently finance", "california", "bonus based on meeting yearly goals set w/ my supervisor", "usa", "us", "united sates of america", "united sate:
4	"u.s.", "united states", "us", "america", "the united states", "the us", "u. s.", "u. s.", "u.a.", "u.s", "u.s.", "u.s.", "i was brought in on this salary to help with the ehr and very quickly was promoted to current
5	"usa", "ua", "u.s.a.", "usa", "u.s.a", "uxz", "united y", "united states", "united states", "usa (company is based in a us territory, i work remote)", "usa-- virgin islands", "usa, but for foreign gov't", "y",
6	"united states", "united states", "united states of america", "unites states", "usa tomorrow", "unitef stated", "united states of american", "united states", "united state", "united state of america"
7	"united stated", "united stateds", "united states is america", "unitedstates", "i work for a uae-based organization, though i am personally in the us.", "i work for an us based company but i'm from argentina.", "i.s.
8	"is", "isa", "san francisco", "united states", "united statea", "united states", "united states (i work from home and my clients are all over the us/canada/pr", "united states of americas", "united statesp", "united
9	"united states", "united states", "united status", "united states", "united sttes", "united states", "united states", "united states", "united states", "united states", "united states", "us govt employee overseas,
10	"usaa", "usab", "usat", "usd", "uss", "we don't get raises, we get quarterly bonuses, but they periodically asses income in the area you work, so i got a raise because a 3rd party assessment showed i was paid too lit
11	WHEN TRIM(LOWER(País-Sucio)) IN ("isle of man", "great britain", "englang", "england/uk", "england, united kingdom", "england, uk.", "england, uk", "england, gb", "england", "britain", "u.k.", "united kingdom", "uk
12	"n1", "northern ireland", "northern ireland, united kingdom", "scotland", "scotland, uk", "u.k.", "u.k. (northern england)", "uk (england)", "uk (northern ireland)", "uk for u.s. company", "uk, but for globally fully
13	"united kingdom", "united kingdom (england)", "united kingdom", "unites kingdom", "wales", "wales (uk)", "wales (united kingdom)", "wales, uk") THEN "UK"
14	WHEN TRIM(LOWER(País-Sucio)) IN ("nz", "from new zealand but on projects across apac", "aotearoa new zealand", "new zealand", "new zealand aotearoa") THEN "New Zealand"

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15 WHEN TRIM(LOWER( Pais-Sucio )) IN ("argentina but my org is in thailand") THEN "Argentina"
16 WHEN TRIM(LOWER( Pais-Sucio )) IN ("australi", "australia", "australian") THEN "Australia"
17 WHEN TRIM(LOWER( Pais-Sucio )) IN ("austria, but i work remotely for a dutch/british company") THEN "Austria"
18 WHEN TRIM(LOWER( Pais-Sucio )) IN ("brasil") THEN "Brazil"
19 WHEN TRIM(LOWER( Pais-Sucio )) IN ("i am located in canada but i work for a company in the us", "Global", "csnada", "can", "canad", "canada", "canadá", "canada and usa", "canada, ottawa, ontario", "canadu", "canda", "
20 WHEN TRIM(LOWER( Pais-Sucio )) IN ("catalonia", "spain") THEN "Spain"
21 WHEN TRIM(LOWER( Pais-Sucio )) IN ("company in germany. i work from pakistan.", "germany") THEN "Germany"
22 WHEN TRIM(LOWER( Pais-Sucio )) IN ("cote d'ivoire") THEN "Ivory Coast"
23 WHEN TRIM(LOWER( Pais-Sucio )) IN ("croatia") THEN "Croatia"
24 WHEN TRIM(LOWER( Pais-Sucio )) IN ("europe", "czech republic", "Czechia") THEN "Czech Republic"
25 WHEN TRIM(LOWER( Pais-Sucio )) IN ("danmark", "denmark") THEN "Denmark"
26 WHEN TRIM(LOWER( Pais-Sucio )) IN ("finland") THEN "Finland"
27 WHEN TRIM(LOWER( Pais-Sucio )) IN ("france") THEN "France"
28 WHEN TRIM(LOWER( Pais-Sucio )) IN ("from romania, but for an us based company") THEN "Romania"
29 WHEN TRIM(LOWER( Pais-Sucio )) IN ("hong konh") THEN "Hong Kong"
30 WHEN TRIM(LOWER( Pais-Sucio )) IN ("india") THEN "India"
31 WHEN TRIM(LOWER( Pais-Sucio )) IN ("ireland") THEN "Ireland"
32 WHEN TRIM(LOWER( Pais-Sucio )) IN ("italy (south)") THEN "Italy"
33 WHEN TRIM(LOWER( Pais-Sucio )) IN ("japan", "japan, us gov position") THEN "Japan"
34 WHEN TRIM(LOWER( Pais-Sucio )) IN ("luxemburg") THEN "Luxembourg"
35 WHEN TRIM(LOWER( Pais-Sucio )) IN ("mainland china") THEN "China"
36 WHEN TRIM(LOWER( Pais-Sucio )) IN ("mexico") THEN "Mexico"
37 WHEN TRIM(LOWER( Pais-Sucio )) IN ("netherlands", "nederland", "the netherlands") THEN "Netherlands"
38 WHEN TRIM(LOWER( Pais-Sucio )) IN ("nigeria") THEN "Nigeria"
39 WHEN TRIM(LOWER( Pais-Sucio )) IN ("panamá") THEN "Panama"
40 WHEN TRIM(LOWER( Pais-Sucio )) IN ("remote (philippines)") THEN "Philippines"
41 WHEN TRIM(LOWER( Pais-Sucio )) IN ("singapore") THEN "Singapore"
42 WHEN TRIM(LOWER( Pais-Sucio )) IN ("south africa") THEN "South Africa"
43 WHEN TRIM(LOWER( Pais-Sucio )) IN ("sri lanka") THEN "Sri Lanka"
44 WHEN TRIM(LOWER( Pais-Sucio )) IN ("switzerland") THEN "Switzerland"
45 WHEN TRIM(LOWER( Pais-Sucio )) IN ("united arab emirates") THEN "UAE"
46 WHEN TRIM(LOWER( Pais-Sucio )) IN ("united states- puerto rico") THEN "Puerto Rico"
47 WHEN TRIM(LOWER( Pais-Sucio )) IN ("international", "n/a (remote from wherever i want)", "na", "remote", "worldwide (based in us but short term trips around the world)", "$2,175.84/year is deducted for benefits") THEN
48 ELSE TRIM( Pais-Sucio )
49 END

```

5. Se crea la variable salario anual en pesos colombianos validando que, si el valor es menos a mil, corresponde a una expresión en miles y no el total como se solicitaba; se hizo mediante la siguiente función:


Fórmula 

```

1 CASE
2 WHEN Moneda = "USD" THEN IF( Salario anual <1000, Salario anual *1000*4771.94, Salario anual )
3 WHEN Moneda = "CAD" THEN IF( Salario anual <1000, Salario anual *1000*3574.88, Salario anual )
4 WHEN Moneda = "GBP" THEN IF( Salario anual <1000, Salario anual *1000*5756.51, Salario anual )
5 WHEN Moneda = "EUR" THEN IF( Salario anual <1000, Salario anual *1000*5092.88, Salario anual )
6 WHEN Moneda = "ZAR" THEN IF( Salario anual <1000, Salario anual *1000*267.50, Salario anual )
7 WHEN Moneda = "AUD/NZD" THEN IF( Salario anual <1000, Salario anual *1000*3296.47, Salario anual )
8 WHEN Moneda = "CHF" THEN IF( Salario anual <1000, Salario anual *1000*5159.14, Salario anual )
9 WHEN Moneda = "SEK" THEN IF( Salario anual <1000, Salario anual *1000*455.53, Salario anual )
10 WHEN Moneda = "JPY" THEN IF( Salario anual <1000, Salario anual *1000*36.31, Salario anual )
11 WHEN Moneda = "HKD" THEN IF( Salario anual <1000, Salario anual *1000*607.89, Salario anual )
12 WHEN Moneda = "Other" AND Moneda - otra = "USD" THEN IF( Salario anual <1000, Salario anual *1000*4771.94, Salario anual )
13 WHEN Moneda = "Other" AND Moneda - otra = "CAD" THEN IF( Salario anual <1000, Salario anual *1000*3574.88, Salario anual )
14 WHEN Moneda = "Other" AND Moneda - otra = "GBP" THEN IF( Salario anual <1000, Salario anual *1000*5756.51, Salario anual )
15 WHEN Moneda = "Other" AND Moneda - otra = "EUR" THEN IF( Salario anual <1000, Salario anual *1000*5092.88, Salario anual )
16 WHEN Moneda = "Other" AND Moneda - otra = "ZAR" THEN IF( Salario anual <1000, Salario anual *1000*267.50, Salario anual )
17 WHEN Moneda = "Other" AND Moneda - otra = "AUD/NZD" THEN IF( Salario anual <1000, Salario anual *1000*3296.47, Salario anual )
18 WHEN Moneda = "Other" AND Moneda - otra = "CHF" THEN IF( Salario anual <1000, Salario anual *1000*5159.14, Salario anual )
19 WHEN Moneda = "Other" AND Moneda - otra = "SEK" THEN IF( Salario anual <1000, Salario anual *1000*455.53, Salario anual )
20 WHEN Moneda = "Other" AND Moneda - otra = "JPY" THEN IF( Salario anual <1000, Salario anual *1000*36.31, Salario anual )
21 WHEN Moneda = "Other" AND Moneda - otra = "HKD" THEN IF( Salario anual <1000, Salario anual *1000*607.89, Salario anual )
22 ELSE Salario anual
23 END

```

6. Se crea la variable Compensaciones en pesos basándose en la original, solo se realiza una conversión de divisas:

Fórmula 

```
1 CASE
2 WHEN Moneda = "USD" THEN Salario anual *4771.94
3 WHEN Moneda = "CAD" THEN Salario anual *3574.88
4 WHEN Moneda = "GBP" THEN Salario anual *5756.51
5 WHEN Moneda = "EUR" THEN Salario anual *5092.88
6 WHEN Moneda = "ZAR" THEN Salario anual *267.50
7 WHEN Moneda = "AUD/NZD" THEN Salario anual *3296.47
8 WHEN Moneda = "CHF" THEN Salario anual *5159.14
9 WHEN Moneda = "SEK" THEN Salario anual *455.53
10 WHEN Moneda = "JPY" THEN Salario anual *36.31
11 WHEN Moneda = "HKD" THEN Salario anual *607.89
12 WHEN Moneda = "Other" AND Moneda - otra = "USD" THEN Salario anual *4771.94
13 WHEN Moneda = "Other" AND Moneda - otra = "CAD" THEN Salario anual *3574.88
14 WHEN Moneda = "Other" AND Moneda - otra = "GBP" THEN Salario anual *5756.51
15 WHEN Moneda = "Other" AND Moneda - otra = "EUR" THEN Salario anual *5092.88
16 WHEN Moneda = "Other" AND Moneda - otra = "ZAR" THEN Salario anual *267.50
17 WHEN Moneda = "Other" AND Moneda - otra = "AUD/NZD" THEN Salario anual *3296.47
18 WHEN Moneda = "Other" AND Moneda - otra = "CHF" THEN Salario anual *5159.14
19 WHEN Moneda = "Other" AND Moneda - otra = "SEK" THEN Salario anual *455.53
20 WHEN Moneda = "Other" AND Moneda - otra = "JPY" THEN Salario anual *36.31
21 WHEN Moneda = "Other" AND Moneda - otra = "HKD" THEN Salario anual *607.89
22 ELSE Salario anual
23 END
```

7. Se crea la variable Salario más compensaciones en pesos basándose en las recién creadas a través de una suma.
8. Se realiza el manejo de valores nulos en las variables Estado y Nivel educativo con el fin de que no queden leyendas en blanco en las visualizaciones del dashboard.